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ABSTRACT

A survey of the compensation of the presidents and chancellors of higher education institutions in Maryland was designed to cover Maryland public four-year institutions, and as a basis for comparison, to include the state's two-year institutions and 11 comparable four-year institutions in surrounding states. Data received are presented in summary tables for the institutions surveyed and for the chief administrative officers of the segment boards constituting the State Board for Higher Education. In addition, comments solicited by the board from the University of Maryland about a former chancellor's reported repayment of charges for renovations and telephone charges previously paid for by state funds, and a list of specific costs, are included. (Author/MSE)

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ED138201

THE COMPENSATION OF CHIEF EXECUTIVE OFFICERS OF INSTITUTIONS OF HIGHER EDUCATION

1976

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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A SURVEY CONDUCTED BY

THE STATE BOARD FOR HIGHER EDUCATION

93 Main Street

Annapolis, Maryland 21401

October 1976

PREPARED BY FRANK SCHMIDTLEIN
STEPHEN HAMPLE

HE008866

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INTRODUCTION

This survey of the compensation of the chief executive officers (chancellors and presidents) of higher education institutions was conducted by the State Board for Higher Education in response to a request from the Board of Public Works and the Department of Budget and Fiscal Planning (Attachment A). In order to provide a basis for comparison, this survey was designed to cover not only Maryland public four year institutions, but also the State's two year institutions and comparable four year institutions in surrounding states. Accordingly, the State Board for Higher Education sent a request for information (Attachment B) to 11 public four-year institutions in states surrounding Maryland. These institutions (listed in Attachment C) were selected on the basis of their comparability to the range of four-year institutions in Maryland. Only one institution declined to submit data although several did not report some data or failed to give precise answers. The same list of required information also was sent to all public institutions in Maryland. Attachment D (Tables I-III) provides a summary of the data submitted by both out-of-state and in-state institutions. Table IV provides similar information for the chief administrative officers of the segment boards.

Little information exists on nationwide practices of providing fringe benefits to heads of higher education institutions. One study, conducted by the American Association of State Colleges and Universities, reported that 70.5% of its member institutions responding provided a presidents home, 61.8% provided a car, 42.3% provided an entertainment allowance and 44.8% provided maid service. Large universities would probably not be covered in this study and such benefits would probably be provided with greater frequency at these institutions.

In addition to the surveys of the compensation of chief executive officers, the Board also solicited comments from the University of Maryland regarding the specifics of the reported repayment by former Chancellor Lee for various renovations and telephone charges previously paid from State funds, including circumstances leading to the original payment by the University (Attachment E).

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ATTACHMENTS

A. Request for the Study

B. The Questionnaire Used

C. Out-of-State Institutions Surveyed

D. Tabular Presentation of Responses

I. Comprehensive Universities

II. Four Year Colleges and Universities

III. Two Year Colleges

IV. Segment Boards

E. A Report on Expenditures for the Residence of Former Chancellor Lee

RESULTS OF THE SURVEY

The responses received were grouped under seven categories and are presented in Tables I-III of Attachment D. A brief summary of the findings in each of these categories is presented first.

1. Salary

Salary data were included in the survey of public institutions to determine whether salary differences might explain some differences in other benefits. There was no evidence that low salaries were associated with large housing and entertainment allowances.

	Range		
	High	Low	Average
Comprehensive Universities			
Out of State	$50,000	$43,500	$47,167
University of Md. at College Park			$47,357
Four Year Colleges and Universities			
Out of State	$45,000	$30,000	$42,700
Maryland	$45,357	$34,633	$37,736
Two Year Colleges			
Maryland	$49,500	$27,500	$34,617

Comment: Several out-of-state institutions declined to provide salary information. A survey of 1975-76 salaries conducted by the College and University Personnel Association, however, supports these general ranges. Assuming a modest increase of 3% in the salaries reported in the 1975-76 survey, the median salary of university chief executive officers, whose campuses enroll over 20,000 students and which are part of a larger system, would be approximately $47,000 with half of the salaries falling between $42,000 and $52,000.

Salaries paid to chief executive officers of small (5,000-10,000 enrollment) public university campuses would have a median level of $43,300 with the middle 50% of the salaries between $37,900 and $45,800. Salaries of presidents of four year colleges would be slightly lower, with a median of $41,000 and a range from $40,000 to $45,300 for the middle half of the salaries reported.

Salaries paid to the presidents of moderately sized community colleges (enrollment: 2,500-5,000) would have a median of approximately $36,000 and an intermediate range from $32,500 to $37,800. Median salaries would be lower ($32,000) for smaller campuses (enrollment: 1,000-2,500) and higher ($40,400) for larger campuses (enrollment: 5,000-10,000).

Salaries paid to Maryland chancellors and presidents appear to fall within a normal range and rarely are above the national average.

2. Housing

In all out-of-state four year institutions, campus housing was provided to the chief executive officers. The operation and maintenance of the house also was provided. However, two variations did occur. On one campus, the president opted to live off campus and receive instead the estimated rental value of the official presidential residence. Another campus had a policy that housing was provided not soley as a financial incentive, but as a means of increasing the accessibility of the president to campus personnel. Therefore, if the president lived off campus he would lose his housing benefits since his accessibility to the campus would be diminished.

Housing benefits appear to be less commonly provided in Maryland than in other states. Where housing benefits are provided in Maryland, the value of those benefits appears somewhat less than the average value in other states. Wide variations exist, however, among the Maryland institutions. It should be noted that few institutions estimated the current market value of president's home; most respondents stated the difficulty of appraising a generally older house in the midst of a campus which probably never had been nor would be offered for sale. Given this difficulty and the fact that the value of the house may be based on historical consideration rather than actual amenities, several out-of-state institutions simply described the house as "large". Maryland institutions also apparently had problems in reporting quickly the fair market value of the president's house.

No public two year institutions in Maryland provide campus housing; a few provide an annual housing allowance.

3. Furnishings

In addition to providing campus housing, institutions in other states usually, although not always, provide furnishings for the president's home. Since these items are usually acquired as needed over a period of years, few institutions were able to provide a current market value of or an annual replacement cost of furnishings provided. Most institutions appear to provide completely furnished houses; a few provide only partly furnished houses; and only one reported that no furnishings were provided.

Many Maryland institutions provide no furnishings. A complete listing appears in the Tables.

4. Travel Allowance above Normal Reimbursement

Few institutions, either in-state or out-of-state, provide travel funds above those available, in the normal course of business, to other employees. Complete listings are provided in the Tables.

5. Entertainment and General Expense Allowance

Amounts reported under this category vary widely. It seems reasonable to assume that this variation resulted as much from differences in accounting procedures, in interpretation of entertainment and in varieties of non-state funds as from differences in actual practices at the institutions. What is paid from a president's discretionary fund at one campus may be paid from a general operating fund or a dining hall fund at another campus. Furthermore, what is entertainment at one campus may be a normal expense at another. One cause for wide disparity in reporting is the difficulty distinguishing between entertainment centered about the president, such as entertaining a student group in the president's home, and entertainment centered about the institution, such as the hosting of a regional conference. Complete listings are provided in the Tables.

6. Personal Staff

Institutions in other states frequently reported providing maids or other personal staff service to the president. This practice appears less prevalent in Maryland.

7. Other Benefits

In all institutions surveyed, if campus housing is provided, then campus staff members maintain the building. A few institutions, including the University of Maryland, were able to estimate the value of this service and reported it as an operating expense along with the estimated value of the residence. Most institutions, however, were unable to report these costs separately from general building and grounds expenditures.

Information on several other types of benefits was requested, including special insurance benefits, medical benefits, and retirement benefits not generally available to other staff members on campus. Institutions uniformly responded that no such special benefits were granted. A minor exception was the University of Maryland which provides group travel insurance to five individuals at an annual cost per individual of approximately $88. Complete listings are provided in the Tables.

CONCLUSIONS

1. The level of compensation for the chief executive officers of institutions in Maryland for salary, housing, travel expenses, entertainment, personal staff and other related items appears to be in line with those provided in other states.

2. Uniform policies do not exist among the segments of higher education regarding the compensation and benefits provided to institutional presidents and chancellors.

3. The State Board for Higher Education will study the results of this survey in order to make recommendations on chief executive fringe benefits.

ATTACHMENT A

STATE OF MARYLAND
DEPARTMENT OF BUDGET AND FISCAL PLANNING

MARVIN MANDEL
GOVERNOR

R. KENNETH BARNES
SECRETARY

September 20, 1976

Dr. Sheldon H. Knorr
Executive Director
State Board for Higher Education
93 Main Street
Annapolis, Maryland 21401

Dear Dr. ~~Knorr~~ Sheldon:

At its meeting of September 17, 1976, the Board of Public Works requested that you prepare for the Board two reports.

The first report should cover the specifics of the recently reported repayment by former Chancellor Lee for various renovation and telephone charges previously paid from State funds. Included should be the circumstances leading to the original payment by the University.

The second report should present the practices and policies of the various State higher educational institutions with respect to payment for and provision of housing and maintenance to presidents, chancellors and other principal institutional officers.

The Board further requests that the reports be transmitted in time so that they might be discussed at the meeting of November 5.

If you have any questions, please do not hesitate to call me.

Sincerely,

Lou

H. Louis Stettler, III
Assistant Secretary

State Treasury Building, Annapolis, Maryland 21404 — Telephone: 267-1116

ATTACHMENT B

INFORMATION REQUESTED ON THE COMPENSATION
OF CHIEF EXECUTIVE OFFICERS (CEO)
FOR FY 1976-1977

This form lists potential benefits of chief executive officers of institutions of higher education. The Maryland State Board for Higher Education has been asked to determine whether or not the provision of such amenities is an accepted practice in higher education.

1. SALARY - The amount of the president's (chancellor's) total annual salary (cash compensation) at your institution paid from (a) state revenues: $_____ (b) non-state revenues: $_____.

2. BENEFITS - Are medical benefits provided above those available to lower ranking administrators? No: _____ Yes:_____; in the approximate additional annual amount from: (a) state revenues: $_____ (b) non-state revenues: $_____.

3. Are insurance benefits provided above those available to lower ranking administrators? No: _____ Yes:_____; in the approximate additional annual amount from: (a) state revenues: $_____(b) non-state revenues: $_____.

4. Are special provisions made for retirement or termination of services, such as:

(a) A special retirement benefit - No: ____ Yes:____
(b) Termination allowances - No:____ Yes:____
(c) Or special appointments such as distinguished professorships - No: ___ Yes: ____

5. HOUSING - Is a house currently provided? (a) Yes: ____, at an approximate market value of $ _____, with an additional allowance for operating costs (if provided) of $_____.
(b) No _____, but a housing allowance is provided in the amount of $_____.
(c) Neither a house nor an allowance is provided _____.
(d) Other responses: _____.

Are furnishings provided in lieu of, or in addition to, housing benefits? No: _____ Yes:_____; at an estimated annual cost from (a) state funds: $_____ (b) non-state funds: $_____ with these furnishings being the property of the institution _____ or the chief executive officer _____.

6. EXPENSES ALLOWANCES - General - Is a formal expense account provided? No:_____ (proceed to question 7) Yes, with an estimated annual amount from (a) state funds: $_____ (b) non-state funds $:_____.

A-1

7. TRAVEL - Is an allowance provided for transportation in addition to normal reimbursement for staff travel costs, (excluding a state car or plane - see below) No:_____ Yes:_____ in the approximate annual amount from (a) state funds $:_____ (b) non-state funds $:_____.

If an automobile is provided, is it rented _____ or purchased _____? Provided by state funds _____ or other funds _____? The estimated annual cost is: $_____.

If an airplane is provided, what is its estimated annual cost? _____.

8. ENTERTAINMENT - Is an entertainment allowance provided? No: _____ (proceed to question 9) Yes, in the amount of $_____ from state funds and from other funds in the amount of $_____.

If an entertainment allowance is provided, is it a set amount _____ or are itemized costs reimbursed? _____.

What formal guidelines or regulations govern the use of the entertainment allowance?

_____

_____

9. PERSONAL STAFF PROVIDED TO CHIEF EXECUTIVE OFFICER - Are any of the following provided?

(a) Chauffeur; annual salary, $_____ from state funds, $_____ from other funds.
(b) Maid(s); annual total salary $_____from state funds, $_____ from other funds.
(c) Gardener; annual salary $_____ from state funds, $_____ from other funds.
(d) Social Secretary; annual salary $_____from state funds, $_____ from other funds.
(e) Other personal staff; annual salary $_____ from state funds, $_____ from other funds.
(f) Estimated equivalent salary expenses for help provided by regular university staff beyond their normal responsibilities (such as maintenance staff and gardeners)$_____from state funds, $_____ from other funds.

10. OTHER - Other benefits not included above, such as traditional appointments to separate remunerative positions as a result of holding the chief executive position within the institution.

_____

_____

_____

ATTACHMENT C

OUT-OF-STATE
INSTITUTIONS SURVEYED

East Carolina University

College of William and Mary

Glassboro State College

Loch Haven State College

Delaware State College

Rutgers the State University

West Virginia University

Pennsylvania State University

University of Delaware

University of Virginia

University of North Carolina

Lewis and Clark Community College

Northern Virginia Community College

Tallahassee Community College

ATTACHMENT D

TABULAR SUMMARY OF RESPONSES TO THE SBHE SURVEY

TABLE I: Comprehensive Universities D-1

TABLE II: Four Year Colleges and Universities D-3

TABLE III: Two Year Colleges . . . . . .D-7(a)

TABLE IV: Segment Boards D-13

These tables summarize the survey responses received by the State Board for Higher Education.

TABLE 1

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-1

COMPREHENSIVE UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS: RESIDENCE	HOUSING BENEFITS: FURNISHINGS	TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
Out of State A	$43,500	Campus housing provided; est. market value of $100,000	Partly furnished	Car provided (purchased). Airplane provided for official use	Minor allowance provided	Maid provided at annual salary of $6,000	House maintained by campus staff
Out of State B	Not Reported	Campus housing provided; est. market value of $250,000	Completely provided by the State	Car provided (purchased by State)	Expenses for official purposes reimbursed by State. Other funds also available.	Maid, gardener and chaffeur provided	House completely maintained by State
Out of State C	Declined to Respond to Questionnaire						
Out of State D	$48,000	Housing provided; large home, but market value not estimated	No response	No response	No response	No response	No response
Out of State E	$50,000	Campus housing provided; est. rental value of $6,000 annually	Provided by the State	Car provided (purchased by State)	Minor allowance provided (est. $300 annually) for official purposes	Maid provided at annual salary of $8,400	House maintained by campus staff
Out of State F	Not Reported	Campus housing provided	No response	Car provided	Modest allowance provided	No response	No response

SOURCE: Telephone survey conducted by SBHE during October, 1976

TABLE I

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-2

COMPREHENSIVE UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
University of Md. at College Park	$47,357	Housing is provided with a 1972 purchase price of $110,745. Est. annual operating expenses of $12,527 are provided.	Furnishings are provided at an inventory cost of $18,868 from State funds and $9,880 from Auxiliary Operating funds.	Car is provided.	Two accounts totalling $20,000 are available for public functions, special events, and entertaining. Expenditures are made in accordance with the overall laws and regulations of the State.	A maid is provided at an annual salary of $8,261.	None

SOURCE: SBHE Survey reports submitted by the University of Maryland

TABLE II

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-3

FOUR YEAR COLLEGES & UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS: RESIDENCE	HOUSING BENEFITS: FURNISHINGS	TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
Out of State C	$42,500	Campus housing provided; est. market value $65,000	None provided	Priority access to car pool	None	None	House maintained by campus staff
Out of State H	$45,000 +	Campus housing provided; large home but market value not estimated	Provided by the State and replaced as needed	Car provided for official use (purchased by State)	Nominal amount from non-State funds	One full time maid provided by State funds	House maintained by campus staff
Out of State I	Declined to Respond to Questionnaire						
Out of State J	$40,000	Campus housing provided; est. market value of $100,000	Partly furnished $50,00 - State $12,00 - Personal	Rented car provided at annual cost of $2,220	None. (Dining hall budget absorbs some costs est. $5,000)	Some part time staff provided for special occasions	House maintained by campus staff
Out of State K	$43,300	Campus housing provided, est. market value of $250,000	Furnishings are provided by the State at an est. annual cost of $1,500	Car provided (purchased by State)	Allowance of $6,000 to be used at discreation of the President/Chancellor(from non-state funds).	Maid provided at annual salary of $6,720.	House maintained by campus staff. Est. equivalent salary expense of $10,000.
Out of State L	Varies Among Campuses	On campus housing provided at all four year instituitions	Furnishings provided; governed by a statewide policy	Car provided; other travel reimbursed	No State entertainment allowance provided, but other funds usually available	Approximately one FTE staff member provided, usually for cooking and maid service	House maintained by campus staff
(General response for all 4 year State Institutions)							

SOURCE: Telephone survey conducted by SBHE during October, 1976

TABLE II

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-4

FOUR YEAR COLLEGES & UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Bowie State College	$35,026	Campus housing is not provided. An annual housing allowance of $6,000 is provided.	No furnishings are provided by the State.	Car is provided by State (purchased)	An allowance of $1,500 is available from non-state funds and is used in accordance with standard State regulations.	None	None
Coppin State College	$35,026	Campus housing is provided with an estimated market value of $75,000.	No furnishings are provided by the State.	A special travel allowance of $430 is available to the president. A car is provided by the State (purchased)	None	None	House maintained by campus staff
Frostburg State College	$35,026	Campus housing is not provided. An annual housing allowance of $6,000 is provided.	No furnishings are provided by the State.	A special travel allowance of $428 is available to the president. A car is provided by the State.	An allowance of $300 is provided for use in accordance with standard State regulations.	None	None
Morgan State University	$38,113	Campus housing is provided with an est. market value of $65,000	Minor amount of furniture has been provided for the living room and dining room only.	None	Approximately $6,000 is available from non-State funds.	None	House maintained by campus staff

SOURCE: SBHE survey administered by the Board of Trustees of State Universities and Colleges

TABLE II
MARYLAND STATE BOARD FOR HIGHER EDUCATION
SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-5

FOUR YEAR COLLEGES & UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
St. Mary's Coll. of Md.	$35,026	Campus housing is provided at an est. market value of $107,823, with an annual operating allowance of $986.	No furnishings are provided by the State.	None	An allowance of $1,500 is provided for use in accordance with standard State regulations	None	House maintained by campus staff
Salisbury State Coll.	$35,026	Campus housing is provided at an est. market value of $75,000.	No furnishings are provided by the State.	None (President uses car from vehicle pool).	An allowance of $600 is provided for itemized expenses related to official college functions.	None	House maintained by campus staff
Towson State University	$38,113	Campus housing is not provided. An annual housing allowance of $6,000 is provided.	No furnishings are provided by the State.	A special travel allowance of $600 is available to the president. A car is provided by the State(purchased)	An allowance of $500 is provided for use in accordance with standard State regulations.	None	None
University of Balto.	$35,026	Campus housing is not provided. An annual housing allowance of $6,000 is provided.	No furnishings are provided by the State.	A special travel allowance of $532 is available to the president.	An allowance of $1,080 is provided for use in accordance with standard State regulations.	None	None

SOURCE: SBHE survey administered by the Board of Trustees of State Universities and Colleges

TABLE II

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-6

FOUR YEAR COLLEGES & UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
University of Md. at Baltimore City	$47,357	A residence is provided at an annual rental cost of $5,808 plus $2,364 for annual operating expenses for utilities, maintenance and grounds care.	Limited furnishings are provided at a current inventory value of $3,889.	Car is provided.	None	Part-time help has been provided at a cost of $5,444.	Chancellor is covered by a group travel insurance policy.
University of Md. at Baltimore County (Interim Chancellor)	$43,656	Neither campus housing nor a housing allowance is currently provided.	No furnishings are currently provided.	Car is provided.	An allowance of $3,200 is provided for food expenditures only and in accordance with overall State regulations.	A student is hired as needed on an hourly basis to drive the chancellor. Approx. annual cost is $1,800.	None
University of Md. - Univ. College (self supported)	$40,800	Neither campus housing nor a housing allowance is provided.	No furnishings are provided.	Car is provided for commuting and official business and is available to other UMUC staff.	None	None	Chancellor is covered by a group travel insurance policy.

SOURCE: SBHE survey reports submitted by the University of Maryland

ATTACHMENT D-7

TABLE II
MARYLAND STATE BOARD FOR HIGHER EDUCATION
SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

FOUR YEAR COLLEGES & UNIVERSITIES

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
University of Md. - Eastern Shore	$34,633	Housing is provided with a 1964 purchase price of $34,933 not including the value of the land. An annual operating allowance est. at $10,917 is provided.	Furnishings are provided, valued at $11,204 based on current inventory.	Car is provided	None (From 1975-76, $1,535 was expended for official campus entertainment and charged to the operating budget.)	A part-time housekeeper is provided at an annual salary of $2,488. Occasionally a driver is provided.	

SOURCE: SBHE survey reports submitted by the University of Maryland

TABLE III

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-7(a)

OUT-OF-STATE PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Out-of-State A	$35,000	Neither housing nor a housing allowance is provided.	None	Car provided (rented)	None	None	None
Out-of-State B	$40,000+	Neither housing nor a housing allowance is provided	None	Car provided (purchased)	None from state funds. Approx. $3,000 from other funds available.	None	None
Out-of-State C	$31,500	None	None	None	None	None	None
Out-of-State D (General response for all State Community Colleges)	Varies	Provided only for presidents of very large community colleges	Further information not immediately available				

SOURCE: Telephone survey conducted by SBHE

TABLE III
MARYLAND STATE BOARD FOR HIGHER EDUCATION
SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS
OF HIGHER EDUCATION - 1976

ATTACHMENT D-8

MARYLAND PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Allegany Comm. College	$31,480	Neither campus housing , nor a housing allowance is provided.	None	Car provided	None	None	None
Anne Arundel Comm. Coll.	$35,500	"	"	" "	"	"	"
Catonsville Comm. Coll.	$36,900	Campus housing is not provided. An annual housing allowance of $4,800 is provided.	None	Car provided (rented). Extra travel allowance of $300 provided from non-State funds.	None from State funds. Some itemized cost reimbursed as provided for in budget approval by Board of Trustees.	"	One half of employee cost of medical benefit plan is paid by the coll.
Cecil Comm. Coll.	$28,000	Neither campus housing nor a housing allowance is provided.	None	$2,400 to cover consortium travel expenses.	None	None	None

SOURCE: SBHE survey administered by the State Board for Community Colleges

TABLE III

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-9

MARYLAND PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Charles County Comm. Coll.	$35,900	Campus housing is not provided. A housing allowance of $2,500 is provided.	None	None (President shares leased car with 6 other staff members)	$4,000	None	An annual insurance premium of $350 and one annual medical examination cost of $100 are paid by the college. Two month sabbatical provided every third year.
Chesapeake Comm. Coll.	$30,000	Neither campus housing nor a housing allowance is provided.	None	Car provided (purchased)	$1,500	"	None
Community Coll. of Balto.	$49,500 ($23,760 from State funds)	"	"	None	None	"	"

SOURCE: SBHE survey administered by the State Board for Community Colleges

TABLE III

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-10

MARYLAND PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Dundalk Comm. Coll.	$31,400	Campus housing is not provided. An annual housing allowance of $4,800 is provided.	None	Car is provided(purchased)	None from State funds. Some itemized cost reimbursed as provided for in budget approved by Board of Trustees.	None	None
Essex Comm. Coll.	$34,900	"	"	" "	"	"	"
Frederick Comm. Coll.	$30,776 ($15,338 from State funds)	Neither campus housing nor a housing allowance is provided.	"	Car provided (purchased - 50% State funds)	None	"	"
Garrett Comm. Coll.	$31,500	"	"	Car provided(purchased)	"	"	"
Hagerstown Jr. Coll.	$34,200	Neither campus housing nor a housing allowance is provided.	"	None	"	"	"

SOURCE: SBHE survey administered by the State Board for Community Colleges

TABLE III

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-11

MARYLAND PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Harford Comm. Coll.	$32,500	Neither campus housing nor a housing allowance is provided.	None	Car provided (rented)	None	None	None
Howard Comm. Coll.	$35,200	Campus housing is not provided. An annual housing allowance of $4,000 is provided.	"	Car provided(purchased)	General: State funds, $1,480 Other funds, $2,520 Entertainment: State funds, $370 Other funds $630	"	"
Montgomery Coll.	$39,780	Campus housing is not provided. An annual housing allowance of $2,400 is provided.	A college phone answering device has been installed at the home of the president, on loan, at the instructions of the College Bd. of Trustees in order to make it possible for telephone messages from College Bd. members and staff to be recorded in the absence of the President from his home. (The Pres. is unmarried & lives alone).	Car provided (purchased)	The President has been authorized by the Board of Trustees to expend, from an appropriate account in the College's operating budget, for the purposes of "Institutional Representation", limited funds for such items as membership in some professional assoc., some publication for professional development, hospitality for some institutional visitors to the college, some expenses related to attendance at some civic or professional meetings.	"	"

SOURCE: SBHE survey administered by the State Board for Community Colleges

TABLE III

MARYLAND STATE BOARD FOR HIGHER EDUCATION

SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-12

MARYLAND PUBLIC TWO YEAR INSTITUTIONS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
Prince George's Comm. Coll.	$43,460 ($21,730 from State funds)	Neither campus housing nor a housing allowance is provided.	None	Car is provided (rented)	General expense: State funds, $1,500 Other funds, $1,500	None	None
Wor-Wic Tech Comm. Coll.	$27,500	Neither campus housing nor a housing allowance is provided.	"	None	$1,000 (for official college purposes)	"	"

SOURCE: SBHE survey administered by the State Board for Community Colleges

TABLE IV
MARYLAND STATE BOARD FOR HIGHER EDUCATION
SURVEY OF THE COMPENSATION OF PRESIDENTS AND CHANCELLORS OF PUBLIC INSTITUTIONS OF HIGHER EDUCATION - 1976

ATTACHMENT D-13

CHIEF ADMINISTRATIVE OFFICERS OF SEGMENT BOARDS

INSTITUTION	SALARY	HOUSING BENEFITS		TRAVEL ALLOWANCE ABOVE NORMAL REIMBURSEMENT	ENTERTAINMENT & GENERAL EXPENSE ALLOWANCE	PERSONAL STAFF	OTHER
		RESIDENCE	FURNISHINGS				
President, University of Maryland	$50,400	Housing is provided. An est. market value was not reported; the 1956 purchase price was $74,871 not including the value of the land. An operating allowance of $21,745 is provided.	Furnishings are provided. The current capital inventory equals $25,068.79 as of June 30, 1976 plus $6,280.33 non-capital inventory. $500 is budgeted for such expenditures in 1976-77.	Car provided (purchased)	$2,000.00	One full time housekeeper is provided at an annual salary of $8,261. A driver is provided from the College Park Security Dept. at 30% time.	President is covered by a group insurance policy.
Executive Director, Board of Trustees of the State Universities & Colleges	$38,113	Neither housing nor a housing allowance is provided.	None	Car provided by State(purchased)	None	None	None
Executive Director, State Board for Community Coll.	$33,920	"	"	"	"	"	"
Commissioner, State Board for Higher Education	$38,113	"	"	None	"	"	"

SOURCE: SBHE survey reports submitted by segment offices

ATTACHMENT E

UNIVERSITY OF MARYLAND
COLLEGE PARK 20742

OFFICE OF THE PRESIDENT

October 11, 1976

Dr. Sheldon H. Knorr
Commissioner
State Board for Higher Education
93 Main Street
Annapolis, Maryland 21401

Dear Commissioner Knorr:

I have your letter of September 22 concerning requests made by the Board of Public Works about repayment by former Chancellor Lee for renovation (interior decoration and furnishings) of his former residence and for personal telephone charges. These are two separate items. As you know, Dr. Lee has resigned and a settlement has been made with him. For the interior decoration and furnishings the settlement is complete. For the telephone calls, Dr. Lee has made a payment subject to a review that has not yet been completed.

At the time Dr. Lee was recommended to me and subsequently to the Board of Regents for the office of Chancellor, there was no housing on the UMBC campus and no suitable place for the Chancellor to have receptions or to have social meetings with faculty, students and others. The house at UMBC which had been used by the Chancellor had been razed to clear a location for the library.

Dr. Lee had held the position of Executive Vice President of Boston University. His salary at Boston University was higher than had been budgeted for the Chancellor of UMBC and housing had been provided.

In discussing the position with Dr. Lee, he requested that a house be provided. This did not seem to be feasible and after much negotiation (involving the Board of Regents) the University agreed to a $6,000 annual allowance for housing and, if Dr. Lee purchased a house which could be used for events associated with the University, to provide furnishings for the area which would be used for public purposes. The furnishings would remain the property of the University. A list of the furnishings which were provided is attached.

This was a special arrangement which was necessary if we were to employ Dr. Lee in 1971. There was a contractual relationship in regard to salary and housing allowance; but not a written agreement on furnishings, all of which would remain the property of the University.

With the departure of Dr. Lee, effective August 31, 1976, a settlement was made on the interior decoration and furnishings. Dr. Lee has given to the University a check in the amount of $10,085 for these items in accordance with recommendations of our Internal Auditor. The remaining furnishings have been retained by the University, with the exception of drapes, which it has sold to the new owner. Dr. Lee was permitted to include three items (carpeting, air conditioning equipment and dish washer) in the contract for sale of his house. Reimbursement for these was included in the $10,085 payment he made to the University.

We do not have similar arrangements with any of the other Chancellors or with the President, and we do not anticipate any such arrangement. At present the Interim-Chancellor of UMBC is not provided any housing allowance. It is my understanding that you are making a study of fringe benefits for Chancellors and Presidents, and the University of Maryland is providing detailed information.

In regard to telephone charges, it has been assumed that Dr. Lee and all other employees of the University would reimburse all personal calls if made on business phones. A few days prior to Dr. Lee's departure, the Vice Chancellor for Administrative Affairs at UMBC informed the Vice President for General Administration of the University that Dr. Lee had not made payment for personal calls. As I have noted above, a payment has been made by Dr. Lee to the University, but its finality is subject to a review that has not yet been completed of all calls made from 1971 to 1976, inclusive. Since this possible misunderstanding on Dr. Lee's part, the University is issuing further directions concerning telephone calls.

If you should desire any additional information about the foregoing items, please inform me.

Sincerely yours,

Wilson H. Elkins
President

WHE:SL

Date Ordered	P.O. No.	Fund & Budget	Vendor	P. P. No.	Description	Qty.	Unit Cost	Total Cost	
12/71	412426	UADQ9L & M	Sears	27	Compactor	1		$ 199.90	
12/71	412427	UADQ9L	Sears	28	Freezer	1		225.00	
12/71	412428	UADQ9L	Sears	29	Refrigerator	1		140.00	
12/71	412417	UADQ9L	Business Equipment	30	Sony Adaptor & Battery Charger	1		26.12	
12/71	413091	UADQ9L	Nalco	31	Icemaker	1		222.00	
12/71	W413350	UADQ9M	Charles Lamar		Consulting, Interior Design			3,500.00	
1/72	413382	UADQ9L	IBM	32	Typewriter	1		395.00	
1/72	W413353	UADV2L	H. Schoenfelder		Papering Hallway & Power Room Painting Residence			209.00 1,044.00	
1/72	W413387	UADQ9L	Carpetland		Carpet			2,081.72	
1/72	W414513	UADQ9L & M	Ash Sales		Dishwasher	1		254.85	
1/72	414722	UADQ9L	Charles Lamar	40	Dining Chairs (to match existing)	4		1,141.15	
1/72	414721	UADQ9L	Lear Associates	33	Library Shelving			1,273.95	
1/72	W414325	UADQ9M	Frosty Refrigeration		Carrier Air Conditioning System	1		2,669.00	
1/72	415052	UADQ9L	Hickory Chair Co.	35	#600 Block Front Chest	1		199.00	
				36	#518 Queen Anne Tilt Top Table	1		62.50	
				37	#510 Hepplewhite Pembroke Table	1		57.00	
				38	#515 Queen Anne Tea Table	1		59.50	
				1	#512 Half Round Flip Top Card Table	1		66.50	
				2	#840-02 Side Chairs	3	33.50	100.50	
				3	#545 Table Desk	1		115.00	
				4	#591 Pedestal Dining Table	1		266.50	
				5	#587 Side Board	1		262.50	
				6	#B-2601-44 Sofa	1		236.50	1425.00

Date of Purchase	P.O. No.	Fund & Budget	Vendor	F. P. No.	Description	Qty.	Unit Cost	Total Cost	
6/13/72	415577	UXGRIG	Hickory Chair Co.	7	#530 Drop Leaf Table	1		110.00	
				8	#B-1742-80 Swivel Chair	2	120.00	240.00	
				9	#B-1919-89 Ottoman	1		54.50	
				10	#B-1789 Lounge Chair	2	120.00	240.00	
				11	#980 Open Arm Chair	2	65.50	131.00	
				12	#1062 Open Arm Chair	1		54.00	
				13	#1057 Open Arm Chair	1		71.50	1001.00
7/18/72	416189	UXGRIQ	Hickory Chair Co.	14	#467-15 Hepplewhite console	2	77.50	155.00	
7/15/72	417019	UXDQ2C	Campatland	41	Eureka Vacuum Cleaner	1		99.00	
7/20/72	417035	UXGRIQ	Warren Kessler, Inc.	15	Lamps, Black Temple Jars w/shades	2	160.00	320.00	
				16	Lamp, Turquoise Club Porcelain/Floor panel w/shade	2	152.67	305.34	
				17	Antique Gold Bowtie 2 Candle Bouillote, Ant. siamesi pink shade	1		133.34	
				18	Candlesticks w/shade	1		80.00	
					FREIGHT CHARGES			8.33	924.67
7/28/72	417135	UXGRIQ	Salterni	19	#22-24 Captain's Spring Base Chair	2	57.00	114.00	
				20	#22-25 Captain's Easy Chair	4	53.00	212.00	
				21	#22-62 Round Coffee Table	2	48.00	96.00	
				22	#18-75 Wintermere Tea Wagon	1		69.00	491.00
12/3/72	418884	UXDQIQ	Prestige Draperies		Draperies & Installation			2,382.65	
1/12/73	419142	UXGRIQ	Knapp & Tubbs, Inc.	39	#4283 Coffee Table	1		210.00	
1/13/73	418861 (Req. 513)	UXDVIX	Saratoga Supply Co.		Kitchen Sink Faucet	2	15.85	31.70	
					Tub Caulking Compound	12 tubes	1.95	23.40	
					Spray Tubes	2 pr.	2.25	4.50	59.60
							LESS 10%	(5.96)	53.64
1/13/73	418861 (Req. 513A)	UXDVIX	Saratoga Supply Co.		McDonnell-Miller Valve	1		68.30	
					Basket	3	1.10	3.30	71.60
							LESS 10%	(7.16)	124.44

Date of Purchase	P.O. No.	Fund & Budget	Vendor	F. P. No.	Description	Qty.	Unit Cost	Total Cost
5/31/73	420261	UXGR1Q	Nassau Lamps	23	NF-977 Lamp, Gold Torchiere	2	66.00	132.00
				24	NF-902 Lamp w/walnut table	1		70.00
6/27/73	420550	UADQ9L	A. B. Dick Co.	25	Used Copier #575	1		503.63
3/15/72	*Req. 472	UEDVEM	Charles Lamar		Wallpaper			309.56
5/17/72	Req. 101	UXGR1Q	Charles Lamar		Upholstery fabric for Hickory Chair order (See P.O. 415577)			656.71
6/29/73	420558	UADQ9L	Monroe Co.	26	Calculator #1310	1		420.75
(On loan)				34	ASE Upholstered Chair	1		
	*	UADQ9K	Charles Lamar		Air Fare			67.50
								22,160.47

* Amount due the University is $10,085.88 including sales tax (4%) where applicable. The dishwasher was reduced to half its purchase price because of its condition.